

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
VA-Wide

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	FY 2005					
		2004	2003	2002	2001	2000
Number of Complaints Filed in FY 1614.704(a)	2128	2220	2232	2258	2147	2467
Number of Complainants 1614.704(b)	1921	2025	2003	2042	1718	2220
Repeat Filers 1614.704(c)	176	195	229	216	229	247

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Race	777	747	1013	806	1196	1304
Color	42	79	47	70	-	-
Religion	56	62	31	36	88	144
National Origin	132	115	177	80	98	233
Sex (including complaints filed under Equal Pay Act)	515	596	748	635	1121	1258
Disability	523	481	514	618	643	758
Age	449	523	340	280	240	327
Reprisal	709	805	711	740	1028	1055
Other	74	0	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data					
Complaints by Issue	FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
Appointment/Hire	64	116	56	77	166	199	
Assignment of Duties	159	181	190	188	348	451	
Awards	30	35	46	40	39	55	
Conversion to Full-time	6	4	4	4	7	4	
Disciplinary Action	374	549	602	485	319	539	
Demotion	9	15	18	18	43	88	
Reprimand	54	48	46	36	128	178	
Suspension	95	92	103	87	116	159	
Removal	97	207	325	301	32	0	
Other	119	187	110	43	0	114	
Duty Hours	52	64	72	63	100	123	
Evaluation Appraisal	65	74	67	55	100	111	
Examination/Test	5	6	12	11	23	18	
Harassment	771	1216	1462	1296	1403	1424	
Non-Sexual	716	1162	1375	1208	1298	1349	
Sexual	55	54	87	88	105	75	
Medical Examination	6	1	5	5	19	0	
Pay (Including Overtime)	86	57	57	73	27	19	
Promotion/Non-Selection	463	714	742	692	925	1036	
Reassignment	90	107	131	117	116	140	
Denied	84	22	21	19	22	27	
Directed	6	85	110	98	94	113	
Reasonable Accommodation	125	100	132	145	90	58	
Reinstatement	3	5	11	4	9	32	
Retirement	38	12	22	24	18	0	
Termination	165	5	0	47	227	268	
Terms/Conditions of Employment	66	185	200	187	353	378	
Time and Attendance	186	49	176	163	211	224	
Training	63	82	62	51	156	147	
Other	310	0	12	0	0	0	

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		FY 2005		Previous Fiscal Year Data									
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2004		2003		2002		2001		2000	
All complaints pending in Investigative Stage	1614.704	1240	132.4	758	74	1049	130	1741	125	1095	153	1668	270
All complaints pending in Final Agency Action Stage	(f) (1)	692	78	649	396	236	418	253	349	369	289	327	330
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	692	163.7	586	300	NA	NA	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	1614.704 (f) (3)	692	85.7	586	223	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		692	78*	586	77	NA	NA	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested		548	92.8	521	240	NA	NA	NA	NA	NA	NA	NA	NA
Time in Investigation Stage		548	84.8	521	223	NA	NA	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		548	8	521	17	485	19	448	20	419	19	267	21

* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of **21** days; said delay computed from the start of the Final Action Stage [see Sec. 1614.702(g)] to receipt of the investigative file in OEDCA. Actual processing time in OEDCA was **57** days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total Complaints Dismissed by Agency	510	476	402	487	437	538
Average days pending prior to dismissal	59.8	71.9	82.99	88.25	90.8	163.62

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	31		35		41		46		43		22	
Without Hearing 704(h)(2)	11	35%	12	34%	10	24%	8	17%	16	37%	11	50%
With Hearing 704(h)(3)	20	65%	23	66%	31	76%	38	83%	27	63%	11	50%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	38		48		58		62		53		26	
Number Findings Rendered Without Hearing 704(i)(2)	11		13		17		9		17		12	
Race	0	0%	0	0%	2	3%	0	0%	3	6%	1	4%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	2	5%	2	4%	5	9%	2	3%	4	8%	1	4%
Disability	7	18%	7	15%	2	3%	4	6%	5	9%	5	19%
Age	0	0%	0	0%	2	3%	1	2%	1	2%	1	4%
Reprisal	2	5%	4	8%	3	5%	2	3%	4	8%	4	15%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	38		48		58		62		53		26	
Number Findings Rendered After Hearing 704(i)(3)	27		35		41		53		36		14	
Race	6	16%	11	23%	5	9%	12	19%	7	13%	3	12%
Color	2	5%	0	0%	1	2%	0	0%	0	0%	0	0%
Religion		0%	0	0%	1	2%	0	0%	0	0%	1	4%
National Origin	2	5%	1	2%	1	2%	3	5%	2	4%	0	0%
Sex (include Equal Pay Act)	6	16%	4	8%	12	21%	9	15%	10	19%	1	4%
Disability	2	5%	8	17%	8	14%	8	13%	5	9%	3	12%
Age	1	3%	2	4%	2	3%	4	6%	5	9%	2	8%
Reprisal	8	21%	9	19%	11	19%	17	27%	7	13%	4	15%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	42		48		57		65		47		27	
Findings Without Hearing 704(j)(2)	14		14		19		12		18		14	
Appointment/Hire	1	2%	1	2%	0	0%	0	0%	2	4%	0	0%
Assignment of Duties	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	1	2%	1	2%	2	4%	1	2%	0	0%	1	4%
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	1	2%	1	2%	0	0%	1	4%
Suspension	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	1	2%	3	6%	5	9%	1	2%	4	9%	1	4%
Non-Sexual	0	0%	2	4%	4	7%	0	0%	1	2%	1	4%
Sexual	1	2%	1	2%	1	2%	1	2%	3	6%	0	0%
Medical Examination	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Promotion/Non-Selection	1	2%	0	0%	1	2%	2	3%	5	11%	5	19%
Reassignment	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	5	12%	2	4%	4	7%	3	5%	1	2%	3	11%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	7%	2	4%	2	4%	1	2%	1	2%	3	11%
Terms/Conditions of Employment	0	0%	1	2%	3	5%	3	5%	5	11%	1	4%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	FY 2005		Previous Fiscal Year Data									
			2004		2003		2002		2001		2000	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	42		48		57		65		47		27	
Findings After Hearing 704(j)(3)	28		34		38		53		29		13	
Appointment/Hire	0	0%	1	2%	1	2%	1	2%	3	6%	1	4%
Assignment of Duties	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Awards	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	2	5%	1	2%	2	4%	4	6%	0	0%	1	4%
Demotion	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Reprimand		0%	1	2%	1	2%	3	5%	0	0%	1	4%
Suspension	1	2%	1	2%	0	0%	1	2%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	5	12%	7	15%	9	16%	12	18%	6	13%	1	4%
Non-Sexual	4	10%	7	15%	7	12%	9	14%	3	6%	1	4%
Sexual	1	2%	0	0%	2	4%	3	5%	3	6%	0	0%
Medical Examination	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	7	12%	1	2%	1	2%	0	0%
Promotion/Non-Selection	6	14%	6	13%	9	16%	16	25%	8	17%	4	15%
Reassignment	1	2%	0	0%	0	0%	1	2%	0	0%	1	4%
Denied	0	0%	0	0%	0	0%	1	2%	0	0%	1	4%
Directed	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	2	5%	5	10%	5	9%	6	9%	3	6%	1	4%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	5	12%	2	4%	2	4%	2	3%	3	6%	1	4%
Terms/Conditions of Employment	0	0%	2	4%	1	2%	10	15%	5	11%	3	11%
Time and Attendance	4	10%	2	4%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	5	10%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	FY 2005	Previous Fiscal Year Data				
		2004	2003	2002	2001	2000
Total complaints from previous Fiscal Years 704(k)(1)	758	1041	3122	3995	4045	3974
Total Complainants 704(k)(2)	645	913	NA*	NA*	NA*	NA*
Number complaints pending [as of 3/31]: 704(k)(3)						
Investigation	6	7	1049	1741	1095	1688
ROI issued, pending Complainant's action	7	55	NA*	NA*	NA*	NA*
Hearing	633	806	1572	1619	1811	1696
Final Agency Action	112	162	236	253	369	327
Appeal with EEOC Office of Federal Operations	NA*	NA	NA*	NA*	NA*	NA*
*Do not track						

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29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data					
Complaint Investigations	FY 2005	Previous Fiscal Year Data					
		2004	2003	2002	2001	2000	
Number Pending Completion of Investigation	356	752	1049	1741	1095	1688	
Pending Investigations Over Required Time Frames	40	21	NA*	NA*	NA*	NA*	not avail